ANNEX A – Priority skills analysed on the Skills Matrix

1. 71 skills were consistently in high demand and were highly transferable

	Green Economy
1	Carbon Markets and Decarbonisation Strategies Management
2	Design For Maintainability
3	Environmental Sustainability Management
4	High Voltage Direct Current System Operations and Maintenance
5	Sub-sea Engineering Management
6	Sustainability Management
7	Sustainability Stewardship Development
8	Sustainable Engineering
9	Utilities Management
10	Waste Collection Management
11	Waste Disposal Management
12	Waste Treatment Management
	Care Economy
13	Audit Management
14	Business Opportunities Development
15	Coaching and Mentoring
16	Data Analytics
17	Data And Statistical Analysis
18	Data Collection and Management
19	Data Management
20	Effective Client Communication
21	Financial Administration
22	Inter-Professional Collaboration
23	Learning and Development
24	Performance Management
25	Performance Measurement Management
26	Practice Supervision
27	Professional Consultation
28	Service Quality Management
29	Staff Training Facilitation
30	Staff Training Management
31	Workplace Communications
	Digital Economy
32	Agile Software Development
33	Applications Development
34	Applications Support and Enhancement

35	Automation Design
36	Business Needs Analysis
37	Customer Experience Management
38	Data Analytics
39	Data and Information Management
40	Data And Statistical Analysis
41	Data Collection and Management
42	Data Engineering
43	Data Management
44	Database Administration
45	Design Creation and Development
46	Financial Analysis
47	Information Gathering and Analysis
48	Information Technology Application Support and Monitoring
49	Infrastructure Support
50	It Standards
51	Market Research
52	Market Specialisation
53	Market Trend Analysis
54	Problem Management
55	Process Improvement and Optimisation
56	Product Development
57	Product Management
58	Programming And Coding
59	Quantitative Research
60	Revenue Optimisation
61	Sales Trends and Opportunities Analysis
62	Security Administration
63	Software Design
64	Software Testing
65	Solutioning
66	Supply Chain Solutioning
67	Systems Design
68	Technical Sales Support
69	Technology Application
70	Test Planning
71	Tools Development

2. 37 skills moved from moderate to high transferability in 2024.

	Green Economy
1	Energy Trading Portfolio Optimisation
2	Sustainability Assurance
	Care Economy
3	Change Management
4	Conflict Management
5	Continuous Improvement Management
6	Data and Information Management
7	Human Resource Advisory
8	Operational Excellence
9	Training, Coaching and Assessment Management
10	Trends Evaluation and Application
11	Volunteer Recruitment
	Digital Economy
12	Analytical Method Validation
13	Artificial Intelligence Application
14	Automated Distribution Management
15	Automation Research and Implementation
16	Business Insights
17	Business Requirements Mapping
18	Customer Data Analysis
19	Data Analysis and Interpretation
20	Data Collection and Analysis
21	Data Governance
22	Data Protection Management
23	Data Sharing
24	Data Visualisation
25	Data Wrangling
26	Enterprise Architecture
27	Enterprise Database System Administration
28	Information Technology and Network Security
29	Infrastructure Design
30	Integrated Marketing
31	Macroeconomic Analysis
32	Market Evaluation
33	Marketing Campaign Management
34	Service Information and Results

35	Software Configuration
36	Systems Integration
37	Technology Integration

3. 34 skills are forecasted to be highly transferable in 2025.

	Green Economy
1	Energy Management and Audit
2	Environmental Management System Framework Development and Implementation
3	Green Facilities Management
	Care Economy
4	Child Safety and Protection
5	Employee Relationship Management
6	Excellence In Service
7	Health Promotion
8	Organisational Design
9	Research Design
10	Resilience And Self-Care
	Digital Economy
11	Application Support and Enhancement
12	Business Data Analysis
13	Cloud Computing Implementation
14	Computational Modelling
15	Cyber And Data Breach Incident Management
16	Data Centre Facilities Management
17	Data Design
18	Data Synthesis
19	Digital Marketing Management
20	Disaster Recovery Management
21	E-Commerce Management
22	Inbound Marketing
23	It Governance
24	Laboratory Data Analysis
25	Market Intelligence
26	Network Security
27	Research Data Analysis
28	Sales Channel Management
29	Security Programme Management
30	Social Media Marketing

31	System Configuration Management
32	Technology Road Mapping
33	User Testing And Usability Testing
34	Workforce Data Management